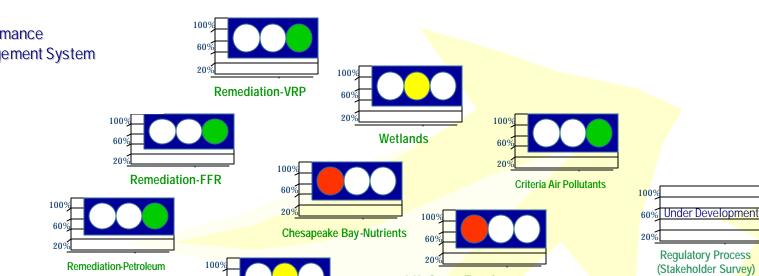
Performance Management System

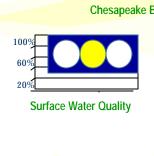


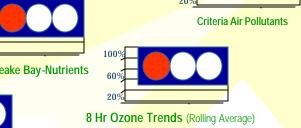
Vision 2010

By the end of the decade, Virginians will enjoy: cleaner water available for all uses, improved air quality that supports communities and ecosystems, and the productive re-use of contaminated land.

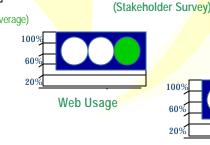


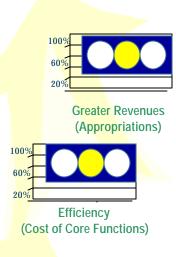
Strategic Priorities

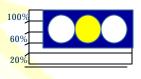




Fine Particulate Matter







Outcome Oriented Culture (Employee Survey)

Program Capability

Focused, more efficient programs to meet or exceed environmental standards

Proactive policy, comprehensive planning, and effective program development

- Issue regulations and implementation guidance at the same time
- Establish a state water resources plan with criteria for local/regional water planning
- Develop necessary air quality plans & programs
 Water Quality Planning Chesapeake Bay Initiative
- Identify and address overlapping and conflicting regulatory issues

Timely and accurate permits

Solid Waste Recycling

- Training curriculum for permit writers
- Assess permit program efficiency

Certain, consistent, timely compliance and enforcement

- Systematically compare enforcement cases
- Training curriculum for inspection and enforcement

- Enhanced monitoring and assessment
 Finalize and implement water monitoring strategy
- Complete and evaluate the probabilistic monitoring
- Integrate water quality assessment reporting consistent with federal guidelines
- Review air monitoring network and expand data assessment

Clean contaminated sites

Implement Brownfields Strategy Update & implement a waste tire pile cleanup

Community Informed and engaged Community

Increased education, outreach and participatory opportunities

- Develop and implement agency communications and community involvement strategy
- Develop and enhance Technical outreach capabilities
- Enhance environmental education and community outreach
- Facilitate use of Partnerships
- Develop approach to proactively address high interest

Effective Incentives

High Impact Inspections

Effective Permits

And more

Sound Regulations

- Evaluate and develop regulatory flexibility opportunities
- Enhance recognition for environmental stewardship

Financial Resources Optimal use of current & new resources

Maximize efficient use of current resources

Align resources with priorities

Standards of Learning

Environmental Excellence Program Participation

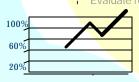
- Implement a management system that can more effectively responds to change
- Identify and incorporate cost avoidance strategies

Maximize use of technology to create efficiencies Labelish the role of CEDS

- Offer electronic permit and other transactions
- Create an electronic document management system

Attract new financial resources

- More grants from EPA and other sources
- Increase use of partnerships
- Support efforts to increase Natural Resource Funding
- Evaluate revenue structure including permit fees



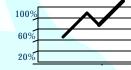
- Press Relations
- **Public Hearings**
- Outreach Efforts
- And More

Employees An outcome oriented workforce and culture

- Fully implement an organizational development program
- Continue training initiatives
- Enhance reward and recognition efforts
- Implement a Workforce Development Program

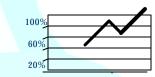
Foster an internal culture and environment where strategic outcomes are what count

- l Revise Employee Work Plans to promote strategic
- Make DEQ's strategic priorities and methods of business visible (measures and total stewardship cost)





- Timely Travel
- **Best Value Procurement**
- Right Tools & Support
- And More



- Effective Training
- Robust Rewards
- Constructive Evaluations
- And More